



● The Challenge

Employers face a growing challenge in verifying that entry-level job candidates are equipped with the skills to grow on the job and respond to the changing demands of the workplace. They need a means to identify job candidates who can demonstrate a solid foundation of basic academic and interpersonal (soft) skills. They want confirmation that job candidates are well prepared to enter the workforce and pursue career success.

● The Solution

The **CASAS Workforce Skills Certificate** provides that confirmation. As a valid and reliable measure of the necessary critical skills, it reassures employers that job candidates are well-qualified for entry-level positions in high performance, high growth organizations. Candidates bearing a CASAS Workforce Skills Certificate have the skills to work effectively with others; solve problems; read and interpret workplace manuals and other documents; and perform basic math functions.

The **CASAS Workforce Skills Profile** documents the current skills of job candidates as they prepare for certification and entry into the workforce. The Profile documents skill attainment at a range of levels, enabling employers to match the specific skills of a job candidate with the specific skills required on the job.

● Skills Assessed

Developed in partnership with employers across occupations and industry sectors, the CASAS WSCS documents transferable, entry-level job skills that are aligned to O*NET, SCANS, and Skills for the 21st Century.

Academic Skills

Skills verified include applied academics - at a level identified by employers as critical for job success and career growth:

- Reading Comprehension
- Math
- Critical Thinking
- Problem Solving

Soft Skills

Skills verified include personal responsibility, commitment to quality, customer service orientation, and self management. Video-based assessments present candidates with realistic work-based scenarios that measure their skills in comparison to performance criteria validated by employers nationwide. This process effectively measures the soft skills of job applicants and incumbent workers.

- Personal Qualities
- Customer Care

• Validity and Experience

The CASAS WSCS combines the experience and expertise of two proven leaders in basic skills assessment – CASAS and Learning Resources, Inc. (LRI)

CASAS

With thirty years of assessment research and development, CASAS offers proven systems for measuring learner performance in workplace and pre-employment contexts. CASAS is the most widely used system for assessing youth and adult basic reading, math, writing, listening, and speaking skills. More than thirty states currently implement CASAS for training and education activities under the federal Workforce Investment Act (WIA). CASAS assessments are approved and validated by the U.S. Department of Education and U.S. Department of Labor to assess both native and non-native speakers of English. Visit www.casas.org to learn more.

Learning Resources, Inc. (LRI)

For more than twenty years, Learning Resources, Inc. has provided high quality, proven, employer-validated programs that support the economic and workforce development initiatives of employers, Workforce Boards, colleges, states and communities. LRI's programs provide practical, effective ways to measure and develop the interpersonal (soft) skills of adults and youth. As incorporated into the CASAS WSCS, the Workforce Readiness System from LRI measures specific personal qualities and customer service competencies required in a wide range of entry-level jobs. Visit www.learning-resources.com to learn more.



Workforce Skills Certification System

a program of **CASAS**

